

Workforce Development

CountyStat Meeting
April 3, 2009

CountyStat Principles

- **Require Data Driven Performance**
- **Promote Strategic Governance**
- **Increase Government Transparency**
- **Foster a Culture of Accountability**



Agenda

- **Welcome and Introductions**
- **Current Montgomery County WFD Practices**
 - History of WFD in County
 - WFD Provision through DED
- **Montgomery County WFD Performance Monitoring**
 - WFD Outcome Measurement
- **Montgomery County WFD Opportunities and Challenges**
 - WFD Climate in Montgomery County
 - American Recovery and Reinvestment Act (ARRA) of 2009
 - Integrating non-DED WFD Activities
- **Wrap Up**



Meeting Goal

- **To review current Montgomery County workforce development strategy**
- **To examine the existing performance monitoring framework for workforce development within Montgomery County**
- **To demonstrate the County's capacity to embrace workforce development opportunities and confront emerging challenges during difficult economic times**



Agenda

- Welcome and Introductions
- **Current Montgomery County WFD Practices**
 - History of WFD in County
 - WFD Provision through DED
- Montgomery County WFD Performance Monitoring
 - WFD Outcome Measurement
- Montgomery County WFD Opportunities and Challenges
 - WFD Climate in Montgomery County
 - American Recovery and Reinvestment Act (ARRA) of 2009
 - Integrating non-DED WFD Activities
- Wrap Up



Montgomery County Workforce Development: History

- **1982 – Montgomery County Private Industry Council (MCPIC)**
 - A private non-profit charged by County with addressing WFD issues using both County and Federal funds for comprehensive employment and training programs to meet the needs of business
- **1996 – MCPIC renamed Workforce Development Corporation (WDC)**
- **1999 – WDC moved to County Chamber of Commerce**
 - Closer alignment of WFD investments with needs of local businesses
 - “Super board” later mistakenly used Federal funds for Chamber activities
- **2002 – County assumes responsibility for WFD activities**
 - WDC became part of County Boards and Commissions by EO 159-02
 - Purpose, membership and function defined by Federal law
 - County became fiscal and administrative entity
 - WDC renamed Workforce Investment Board (WIB)
 - WIB placed in DED, conforming to national trends
 - WIB Executive Director became head of Division of Workforce Services (DWS)
 - WIB staff became County employees

Source: DED



Montgomery County Workforce Development: Governance Structure

- **Federal Department of Labor**
 - Sets guidelines and parameters for use of funds and performance reporting
- **State of Maryland**
 - Governor - Department of Labor, Licensing, and Regulation
 - Governor's Workforce Investment Board
- **Local Workforce Investment Board**
 - 30 members (including DED Director) advises County government on workforce matters
 - Composed of business representatives (51%), community leaders, and public officials appointed by the CE and confirmed by Council
 - Responsible for policy oversight and guidance for the expenditure of WIA funds
 - Determines number, location, and operation of One Stop Career Centers
 - Subgroup constitutes a Youth Council to oversee and plan WFD for youth

The County is not the sole decision-making authority on workforce matters and must rely on direction from federal, state, and local stakeholders.



Source: DED

Benefits and Challenges of Placing Workforce Development Within DED

- **Initial challenges:**

- Breaking down cultural barriers/turf issues between DED and WIB
- Educating each other on respective initiatives
- Sharing tools, resources, and access

- **Benefits of integration:**

- Potential for cooperation and coordination realized
- DED has labor market information and menu of WFD services to offer to business, thus providing direct tie to County's efforts to recruit and retain companies
- Ensures a common broad vision for economic well-being

The County considered having the WIB remain a stand-alone non-profit, or fitting it into other County departments such as DHHS. Ultimately, DED was seen as the most logical and practical choice.



Source: DED

Agenda

- Welcome and Introductions
- **Current Montgomery County WFD Practices**
 - History of WFD in County
 - WFD Provision through DED
- Montgomery County WFD Performance Monitoring
 - WFD Outcome Measurement
- Montgomery County WFD Opportunities and Challenges
 - WFD Climate in Montgomery County
 - American Recovery and Reinvestment Act (ARRA) of 2009
 - Integrating non-DED WFD Activities
- Wrap Up

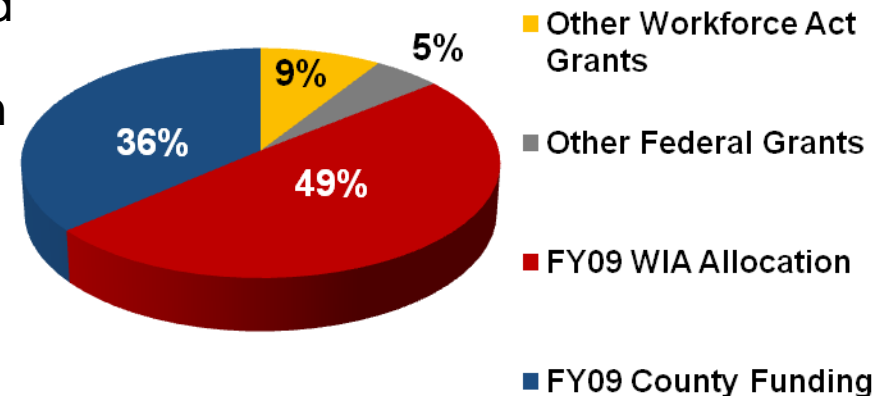


DED Division of Workforce Services (DWS)

- **Division of Workforce Services (DWS) provides:**

- Overall administration and contract management
- Fiscal and program monitoring and accounting
- Grant identification and application
- Workforce Investment Board staff support

FY09 DWS Funding



- **In FY09 has 6 approved workyears (WY)**

- FY10 proposes 4 WY (Division Head, 2 Program Managers, 1 Finance Support)

- **In FY09 has \$3.82 million operating budget**

- FY10 Proposes \$5.088 million with economic stimulus grant funds

Source: DED



Montgomery County Workforce Investment Area Strategic Plan

“Montgomery County has developed a demand-driven, economic development oriented local workforce system... By merging economic and workforce development activities the County is able to provide businesses with services and incentives using both economic and workforce development tools. As a result, the programs associated with workforce development... are now used in conjunction with economic development programs.”



Source: Two Year Extension to Five Year Montgomery County WIA Strategic Plan (6-1-05)

DED Workforce Service Provision: Montgomery Works

The Workforce Investment Act provides for WFD activities benefiting employers and job-seekers (adults, dislocated workers, youth, incumbent workers, veterans, individuals with disabilities).

- **3 One Stop Career Centers for full array of WFD services:**
 - Core Services*: Assessment, job search/readiness, workshops, referrals
 - Intensive Services: More in-depth assessment and career counseling
 - Training Services: Occupational skill enhancement, adult ed., OJT
 - Employer Services: Recruitment, customized training, job fairs, forums
 - Services by 30 staff from local non-profit and agency partners
- **Locations and programming offered at Montgomery Works:**
 - Wheaton: Adults, Dislocated Workers, Youth
 - Sales and Service Learning Center
 - Gaithersburg: Adults, Dislocated Workers, Youth
 - County Correctional Facility : Adult and Youth Inmates (re-entry employment services)
 - Area high schools and Silver Spring: Youth

Source: DED

*Core services are also provided using Wagner-Peyser Act funds by 27 staff of Montgomery Works consortium partner, MD Job Service



Levels of Workforce Services Support

■ Core Services:

- Eligibility determination
- Outreach, intake and orientation to the information and other services available through One stop delivery system (i.e., Montgomery Works)
- Initial assessment of skill levels, aptitudes, abilities, and support service needs
- Job search and placement assistance and, where appropriate, career counseling
- Provision of employment statistics (labor market info., job vacancy listings, etc.)

■ Intensive Services:

- Comprehensive and specialized assessments of skill levels and service needs of adults and dislocated workers
- Development of individual employment plan and case management
- Group counseling, individual counseling, career planning
- Skill development

■ Training Services:

- Occupational skills training (traditional and non-traditional)
- On-the-job training
- Skill upgrading, entrepreneurial, and job readiness training
- Adult education and literacy

Source: US Dept. of Labor



DED Workforce Service Provision: Contracting Partners

- **Program Operations Contractor Activity and Funding:**
 - **Career Transition Center, Inc. (CTC)** –
 - 46 staff for Wheaton and Correctional Facility One Stops
 - Funded by County and by all grants except as noted below
 - **Latin American Youth Center (LAYC)** –
 - 7 staff for Maryland Multicultural Youth Center in Silver Spring
 - Funded by WIA Youth* and MD Summer Youth grants
 - **Transcen** –
 - Funded by WIA Youth Disability** grant

	FY09	FY08	FY07
CTC	\$2,600,000	\$2,600,000	\$2,250,000
LAYC	\$422,376	\$372,018	\$340,000
Transcen	\$350,502	\$237,000	\$351,000

*Employment and academic readiness program for ages 16-21

**Improving employment and educational outcomes for youth with disabilities

Source: DED



Agenda

- Welcome and Introductions
- Current Montgomery County WFD Practices
 - History of WFD in County
 - WFD Provision through DED
- **Montgomery County WFD Performance Monitoring**
 - Levels of WFD Outcome Measurement
- Montgomery County WFD Opportunities and Challenges
 - WFD Climate in Montgomery County
 - American Recovery and Reinvestment Act (ARRA) of 2009
 - Integrating non-DED WFD Activities
- Wrap Up



Overview of Federal Workforce Investment Act (WIA) Performance Reporting

- Every State provides the Department of Labor (DOL) with an annual report from the previous program year, which corresponds to the next fiscal year (i.e. PY07=FY08).
- The DOL and each state negotiate a target level of performance for required workforce measures.
- DOL considers a state as having met its goal if the actual performance level achieved (against an individual performance measure) falls in the range of 80-100% of the negotiated level of performance.
- To be eligible for incentive awards, a state must meet at least 90% of the negotiated level for each applicable WIA performance measure.



Source: Maryland WIA Annual Report PY07

Federal Workforce Investment Act (WIA)

Performance Monitoring Efforts PY07

Montgomery County Performance on DOL Required Measures: 7-1-07 to 6-30-08

Adult & Dislocated Worker Measures		State Negotiated Goal	Actual
Entered Employment Rate	Adult	89%	66.1%
	Dislocated Worker	94%	84.1%
Employment Retention Rate (6 months)	Adult	87%	83.7%
	Dislocated Worker	91%	90.9%
Average Earnings (6 months)	Adult	\$18,496	\$15,094
	Dislocated Worker	\$19,323	\$20,438

Youth Measures		State Negotiated Goal	Actual
Placement in Employment or Education		64%	68.0%
Attainment of Degree or Certificate		52%	45.2%
Literacy or Numeracy Gains		51%	0%

Montgomery County was one of only two workforce investment areas in MD whose performance goals were rated in PY07 overall as “not met.”



Source: Maryland Annual WIA Report PY 2007

Comparison of Maryland Program Year 2007 WIA Annual Report Scores

	Sate Negotiated Performance Level	Anne Arundel County	Baltimore City	Baltimore County	Frederick County	Lower Shore Consortium	Mid-Maryland Consortium	Montgomery County	Prince George's County	Southern Maryland Consortium	Susquehanna Region Consortium	Upper Shore Consortium	Western Maryland Consortium	Maryland State
Entered Employment Rate Adult	89%	78.6%	78.0%	88.7%	96.4%	76.0%	93.2%	66.1%	77.9%	75.9%	92.2%	73.1%	88.0%	83.2%
Entered Employment Rate Dislocated Worker	94%	90.0%	88.3%	86.6%	100.0%	90.3%	91.6%	84.1%	81.1%	80.0%	87.0%	83.1%	92.0%	88.0%
Retention Rate (6 months) Adult	87%	72.9%	78.9%	92.7%	76.4%	81.6%	84.8%	83.7%	79.5%	84.6%	81.6%	77.1%	83.8%	81.8%
Retention Rate (6 months) Dislocated Worker	91%	76.2%	86.3%	90.8%	78.6%	88.7%	87.1%	90.9%	90.1%	83.3%	84.2%	95.1%	92.2%	88.7%
Placement in Employment or Education Youth (14-21)	64%	72.4%	73.6%	86.3%	100.0%	62.5%	65.2%	68.0%	67.9%	92.3%	67.4%	66.7%	67.5%	72.2%
Attainment of Degree or Certificate Youth (14-21)	52%	65.6%	71.8%	83.3%	100.0%	0.0%	77.8%	45.2%	88.2%	100.0%	52.9%	75.0%	77.4%	73.9%
Literacy or Numeracy Gains Youth (14-21)	51%	90.5%	57.7%	92.7%	20.0%	0.0%	9.1%	0.0%	0.0%	0.0%	47.5%	100.0%	63.6%	63.2%
Overall Rating		Exceed	Exceed	Exceed	Exceed	Not Met	Met	Not Met	Met	Met	Met	Exceed	Exceed	

* Color for individual rating threshold to "met" is 80-100% of negotiated performance level



Source: Maryland Annual WIA Report PY 2007

Historical Analysis of Montgomery County WIA Annual Report Scores (1 of 2)

		FY08		FY07		FY06		FY05		FY04*	
		PY07		PY06		PY05		PY04		PY03+	
Total Participants Served	Adults	^11,253		^10,346		108		110		75	
	Dislocated Workers	215		2265		278		592		843	
	Youth (14-21)	123		133		*73		*50		*22	
Total Exiters	Adults	^9,773		^7,192		25		15		52	
	Dislocated Workers	118		154		88		226		442	
	Youth (14-21)	32		71		*2		*4		*25	
		Negotiated Level	Actual Level	Negotiated Level	Actual Level	Negotiated Level	Actual Level	Negotiated Level	Actual Level	Negotiated Level	Actual Level
Entered Employment Rates	Adults	89.0%	66.1%	91.0%	76.7%	88.0%	86.7%	72.0%	77.8%	72.0%	93.7%
	Dislocated Workers	94.0%	84.1%	94.0%	88.6%	92.0%	92.7%	75.0%	90.8%	75.0%	94.9%
Retention Rates	Adults	87.0%	83.7%	87.0%	92.0%	86.8%	90.9%	82.0%	92.2%	82.0%	90.4%
	Dislocated Workers	91.0%	90.9%	91.0%	91.8%	90.0%	93.2%	88.0%	92.4%	88.9%	91.0%
Average Earnings	Adults	\$18,496.00	\$15,094.00	\$18,692.00	\$12,277.00	\$3,400.00	\$7,289.00	\$3,475.00	\$3,281.00	\$3,545.00	\$1,684.81
	Dislocated Workers	\$19,323.00	\$20,438.00	\$20,223.00	\$23,466.00	-\$250.00	\$3,900.40	98%	106.80%	100%	94.1%
Placement in Employment or Education	Youth (14-21)	64.0%	68.0%	64.0%	38.1%	0.0%	66.7%	NA‡		NA‡	
Attainment of Degree or Certificate	Youth (14-21)	52.0%	45.2%	45.0%	27.3%	0.0%	100.0%				
Literacy or Numeracy Gains	Youth (14-21)	51.0%	0.0%	51.0%	0.0%	0.0%	0.0%				
Overall Rating		Not Met		Not Met		Exceeded		Exceeded		Exceeded	

* Before PY06 youth were captured in two age groups (14-18, 19-21) this analysis combines the two

‡ Prior to PY05 performance data used different variables for youth services

*From PY00 - PY03 Montgomery County Listed as "Montgomery County Workforce Development Corp."

Color for individual rating threshold to "met" is 80-100% of negotiated performance level

Average Earnings replaced Earnings Change Measures used prior to FY07

^ PY06 and PY07 figures for total participants and exiters includes those who receive only self-service or informational activities

Source: Maryland Annual WIA Reports PY07 – PY00



Historical Analysis of Montgomery County WIA Annual Report Scores (2 of 2)

		FY03 ⁺		FY02 ⁺		FY01 ⁺	
		PY02 ⁺		PY01 ⁺		PY00 ⁺	
Total Participants Served	Adults	180		391		512	
	Dislocated Workers	1,147		1,334		1,645	
	Youth (14-21)	*42		*90		*323	
Total Exiters	Adults	119		136		123	
	Dislocated Workers	470		333		665	
	Youth (14-21)	*40		*76		*309	
		Negotiated Level	Actual Level	Negotiated Level	Actual Level	Negotiated Level	Actual Level
Entered Employment Rates	Adults	71.0%	91.0%	70.0%	95.6%	69.0%	86.6%
	Dislocated Workers	77.0%	90.4%	76.0%	97.0%	75.0%	86.3%
Retention Rates	Adults	80.0%	94.5%	79.0%	97.7%	78.0%	93.2%
	Dislocated Workers	84.0%	93.2%	84.0%	98.5%	82.8%	89.4%
Average Earnings	Adults	\$3,181.00	\$5,021.00	\$3,250.00	\$5,424.00	\$3,181.00	\$3,630.00
	Dislocated Workers	92.0%	134.0%	93.0%	171.0%	91.8%	148%
Placement in Employment or Education	Youth (14-21)	NA‡		NA‡		NA‡	
Attainment of Degree or Certificate	Youth (14-21)						
Literacy or Numeracy Gains	Youth (14-21)						
Overall Rating		N/A		N/A		N/A	

* Before PY06 youth were captured in two age groups (14-18, 19-21) this analysis combines the two

‡ Prior to PY05 performance data used different variables for youth services

*From PY00 - PY03 Montgomery County Listed as "Montgomery County Workforce Development Corp."

Color for individual rating threshold to "met" is 80-100% of negotiated performance level

Average Earnings replaced Earnings Change Measures used prior to FY07

Source: Maryland Annual WIA Reports PY07 – PY00



Outstanding Questions On Performance Monitoring

- **What are the major industries of placement for people that interact with WFD?**
- **Why does Montgomery County have 0% literacy gains for youth according Maryland Annual WIA Report PY2007?**
- **How does Montgomery County define a participant for purposes of reporting?**



Montgomery County Monitoring Efforts: Office of Legislative Oversight (OLO) Report

The OLO found that many jurisdictions are tailoring WFD to retain, grow, or attract specific types of industries, and recommended the pursuit of initiatives that benefit workers in targeted industry clusters.

- **Targeting specific industries, job types, or populations**
 - Tailored activities can help during times of fiscal constraints
 - OLO report recommends:
 - Pursuing WFD that benefits workers in targeted industry clusters
 - Opening a specialized One Stop Career Center focused on life sciences and technology careers
 - Organizing networks and job clubs for specialized industries in community locations such as libraries
 - Working regionally with academic and business partners to keep WFD aligned with targeted industry clusters
 - Creating opportunities for youth to job shadow and be mentored in technology and bioscience companies

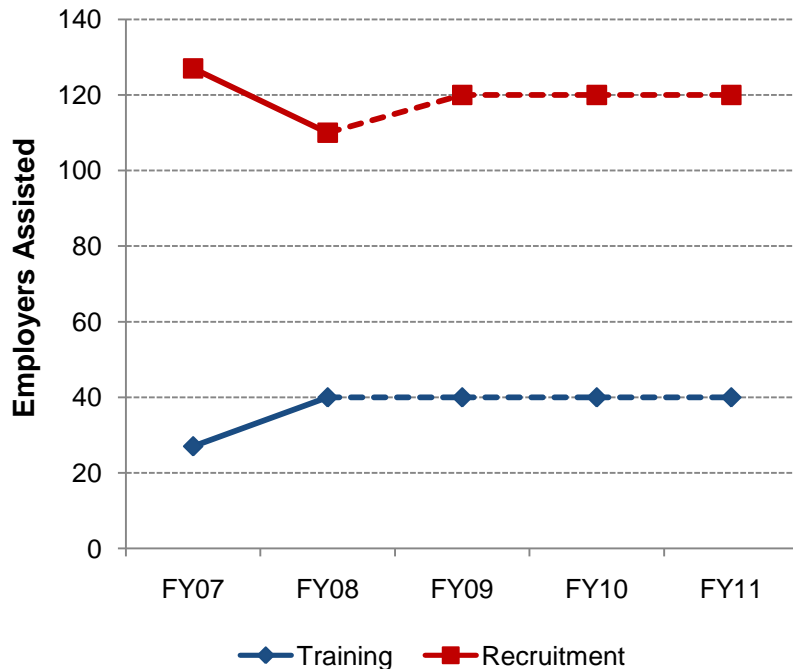


Source: Office of Legislative Oversight (OLO) Report 2009-8

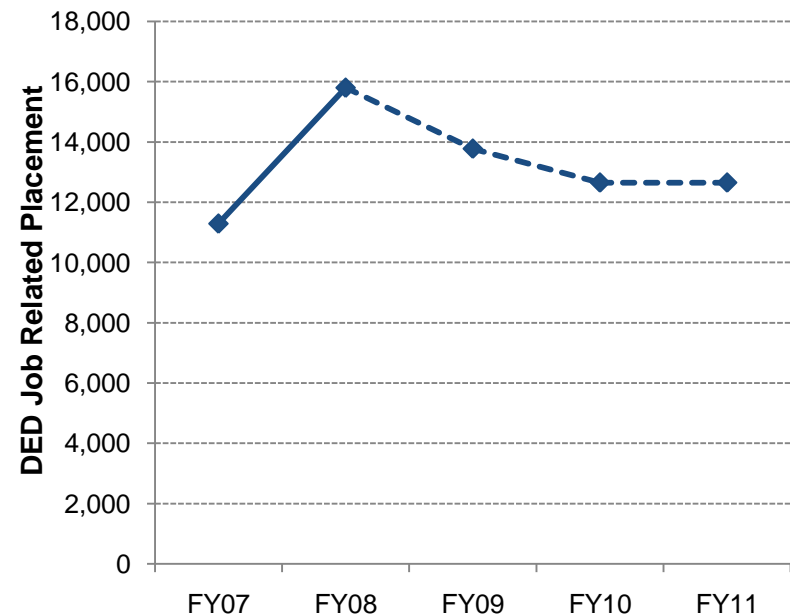
DED Internal Performance Monitoring Efforts

Supporting Measures in DED Performance Plan

Number of employers assisted with training and recruitment



Number of DED job related placement for unemployed adults-dislocated, older, and disadvantaged workers



Source: DED FY10 Operating Budget

Agenda

- Welcome and Introductions
- Current Montgomery County WFD Practices
 - History of WFD in County
 - WFD Provision through DED
- Montgomery County WFD Performance Monitoring
 - WFD Outcome Measurement
- **Montgomery County WFD Opportunities and Challenges**
 - WFD Climate in Montgomery County
 - American Recovery and Reinvestment Act (ARRA) of 2009
 - Integrating non-DED WFD Activities
- Wrap Up



Montgomery County WFD Climate: Increasing Need for Services

Area	7/1/08-1/31/09 One Stop Traffic	7/1/07-1/31/08 One Stop Traffic	One Stop Traffic Increase	Percent Increase
Anne Arundel County	17,714	15,129	2,585	15%
Baltimore City	74,247	59,012	15,235	21%
Baltimore County	21,591	17,381	4,210	19%
Frederick County	15,420	12,140	3,280	21%
Lower Shore *	19,473	14,173	5,300	27%
Mid-Maryland	19,423	12,657	6,766	35%
Montgomery County	31,145	24,853	6,292	20%
Prince George's County	12,271	8,610	3,661	30%
Southern Maryland	22,597	15,353	7,244	32%
Susquehanna	15,402	12,886	2,516	16%
Upper Shore *	3,795	2,643	1,152	30%
Western Maryland	29,037	24,402	4,635	16%

* July through December only

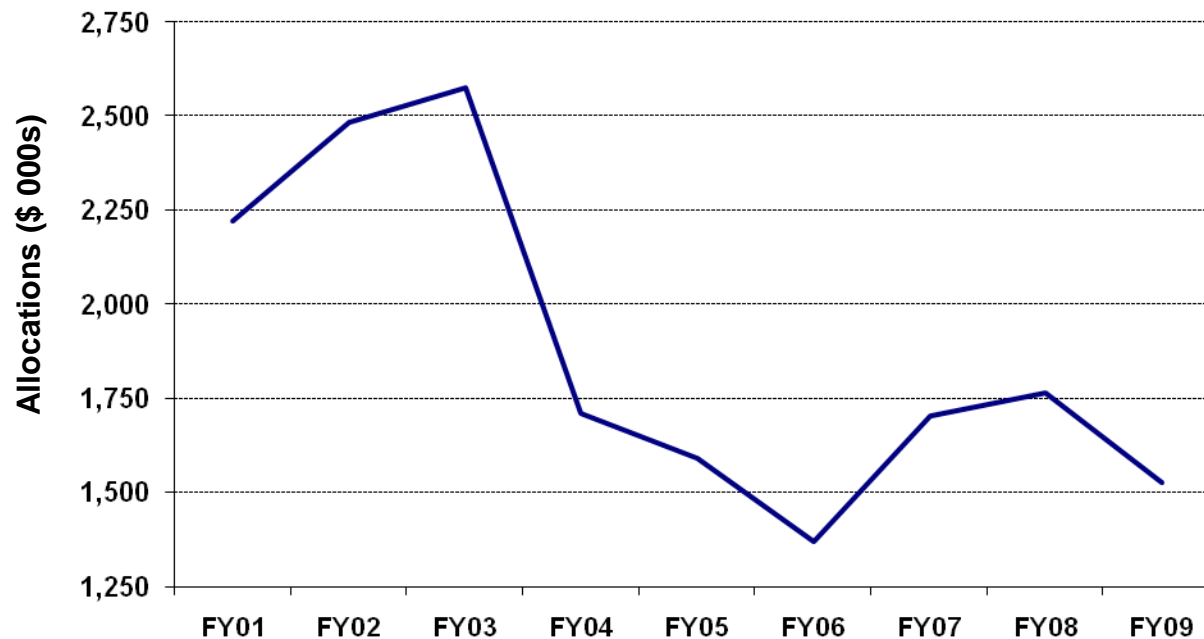
The County unemployment rate of 4.8% in January 2009 is increasing faster than the national rate (up 66% from January 2008 vs. 57% nationwide) and is the highest for that month since 1990.



Source for chart: Governor's Workforce Investment Board

Montgomery County WFD Climate: Decreasing Federal Allocations

Workforce Investment Act (FY09) Total Allocations (000s)
Montgomery County Nine Year Federal Allocation History



The largest increase occurred in FY07, following three years of 6-figure losses. Current allocations are down \$238,000 from FY08.



Source: DED

Agenda

- Welcome and Introductions
- Current Montgomery County WFD Practices
 - History of WFD in County
 - WFD Provision through DED
- Montgomery County WFD Performance Monitoring
 - WFD Outcome Measurement
- **Montgomery County WFD Opportunities and Challenges**
 - WFD Climate in Montgomery County
 - American Recovery and Reinvestment Act (ARRA) of 2009
 - Integrating non-DED WFD Activities
- Wrap Up



American Recovery and Reinvestment Act (ARRA): Key Features

- Transparency and accountability at all levels
- Innovative and invigorated service delivery strategies
- Emphases on:
 - Training
 - Serving hard-to-serve populations
 - Needs-related payments and supportive services
 - Summer employment for Youth
- Investments connected to economic growth objectives and aligned with economic development, education, and high-growth industries
- Dual customer focus: supply-side (workers) and demand-side (business' need for skilled workers)
- Funds must be expended by June 30, 2011

The U.S. Department of Labor expects immediate and substantial increases in the numbers of customers served and receiving training.



Source: U.S. Dept. of Labor

Montgomery County Allocations Associated with ARRA

Adult and Youth allocations are based on numbers of unemployed and disadvantaged persons. Dislocated Worker allocations are based on numbers of unemployed persons. All data are from special 2000 Census tabulations.

ARRA Formula Funding for WIA Training and Employment Programs

	Nation	Maryland	Montgomery County
Adult	\$495,000,000	\$4,909,757	\$184,793
Dislocated Worker	\$1,435,500,000	\$11,255,145	\$773,315*
Youth	\$1,188,000,000	\$11,585,610	\$343,884**
Employment Service	\$396,000,000	\$2,508,165	Not Available

*Exceeds FY 09 allocation of \$708,349

**Exceeds FY 09 allocation of \$302,325



Source for Federal and State allocations: U.S. Dept. of Labor

Montgomery County Utilization of ARRA: Expanding Partnerships

- **Regional Service Centers** – Place staff or other resources at each RSC to serve as regional points of contact for job seekers
 - Currently need to achieve buy-in from RSC Directors
 - Consistent with defined role of linking County government and residents
 - Piggy backs on current activities of marketing and promoting business
- **Public Libraries** – DED already in discussions with MCPL about expanding service provisions for job seekers in libraries
 - MCPL Web site has Biz Info page of resources and information
 - Library in Rockville maintains Business Information Center, and lists “job seeker” as a customer
- **Montgomery College Center for Entrepreneurship** – Educational resource for students and the business community that catalyzes growth

Recent Office of Legislative Oversight report recommends offering entrepreneurial training through Montgomery Works.



Source: DED

Montgomery County WFD Climate: Priority Areas of Attention

- Increasing capacity and service levels quickly, with emphasis on training
- Increasing capacity and service with understanding that stimulus dollars are a one-time occurrence
- Establishing a separate stand-alone summer youth employment program
- Emphasis on service to low-income, displaced, under-skilled adults, and disconnected youth
- Maintaining dual customer focus of workforce services

Source: DED



Measuring Success of ARRA-Supported Services

- **DED preparation for ARRA performance reporting**
 - Performance monitoring responsibility was moved within DED in-house as opposed to using a contractor and holding more meetings with the contractors to ensure they are reporting outcomes correctly
 - DED expects to see monitoring by the State and Feds on a regular basis.
- **ARRA Youth Supported Services**
 - For youth served in a summer program between May 1 and September 30, the performance indicator is youth's work readiness.
 - Otherwise, youth served with ARRA funds in the non-summer period will be subject to the same WIA youth performance indicators.
- **Issued guidance from the U.S. Department of Labor**
 - ARRA funds are to create jobs, place people in jobs, help people not lose their jobs
 - DED will have to capture job data more carefully than ever before
 - DOL is likely to require the use of existing measures for the Adult and Dislocated Worker programs, and to require monthly reports, but guidance has not yet been issued

ARRA funds will be tracked and reported separately from the WIA allocation dollars.



Source: DED

Montgomery County Economic Stimulus Tracking Process

All Montgomery County Departments and Agencies will be required to use the following variables associated with the economic stimulus allocations

Program Name	Dollar Amount Appropriated to County	Federal Stimulus Category	State Stimulus Category	County Results Area (Priority Objectives)	Lead County Departments or Agency	ARRA: Primary Desired Outcomes	ARRA: Secondary Desired Outcomes
--------------	--------------------------------------	---------------------------	-------------------------	---	-----------------------------------	--------------------------------	----------------------------------

Relevant Headline Performance Measures	Program Goal(s)	Measures of Success	Program Output(s)	Program Outcome(s)
--	-----------------	---------------------	-------------------	--------------------

Projected Jobs Created	Projected Jobs Retained	Actual Jobs Created	Actual Jobs Retained
------------------------	-------------------------	---------------------	----------------------



Agenda

- Welcome and Introductions
- Current Montgomery County WFD Practices
 - History of WFD in County
 - WFD Provision through DED
- Montgomery County WFD Performance Monitoring
 - WFD Outcome Measurement
- **Montgomery County WFD Opportunities and Challenges**
 - WFD Climate in Montgomery County
 - American Recovery and Reinvestment Act (ARRA) of 2009
 - Integrating non-DED WFD Activities
- Wrap Up



Benefit of Integrating non-DED Activities into Overall County WFD Discussions

- Increase sharing of ideas, resources, and best practices
- Reduce duplication of services and effort
- Enhance mutual understanding of public workforce development policy
- Collaborate on use of program data and results to identify and understand trends
- Sharpen the focus on low-skilled workers, as required by ARRA
- Produce more robust competitive funding applications
- Heighten awareness of need for comprehensive strategic plans
- Provide synergy for discussions around program sustainability

The Department of Health and Human Services is a member of the Local Workforce Investment Board and interacts with many of the same customers as DED-DWS.



Source: HHS

Integrating non-DED WFD Activities: DHHS Senior Community Service Employment Program

- **Services:**
 - Offers computer classes, job readiness training, and referrals
 - Employment is part-time and minimum wage
- **Program Operations:**
 - Jewish Council on Aging, sub-grantee to Senior Services America, Inc.
 - Maintains a presence at Wheaton One Stop (Montgomery Works)
- **Funding and Sources:**
 - Older Americans Act: \$585,754
 - Montgomery County DHHS: \$39,382
 - Montgomery County CDBG: \$29,500
- **Issues:**
 - Current waiting list of approximately 100 (3-5 persons inquire daily)
 - Program does not yet know its share of the \$120 million ARRA funding

The Senior Community Service Employment Program provides OJT in government and non-profit “host agencies” for low income persons at least 55 years old.



Source: Jewish Council on Aging

Integrating non-DED WFD Activities: DHHS Temporary Cash Assistance

- **Services:**
 - Literacy evaluation, career counseling, skills enhancement, job readiness, case management, job placement, follow-up
 - Serves TCA recipients and some Food Stamp recipients and non-custodial parents
- **Funding and Source:**
 - Personal Work Opportunities and Responsibilities Act: \$1,818,501
- **Program Operations:**
 - Arbor Education and Training, LLC (for-profit)
 - Performance-based contract expires 6-30-09 (one option year)
- **Issues:**
 - Due to declining economy, 1,098 TCA recipients were oriented and assessed in the first half of FY09, out of a planned 1,382 for the full year.

Temporary Cash Assistance (TCA) assists needy families with dependent children to more fully address family needs and prepares program participants for economic independence through work.



Source: HHS

Integrating non-DED WFD Activities: DHHS Conservation Corps

- **Services:**
 - Provides stipend for 6-month program
 - GED preparation and hands-on training in forestry, carpentry, or environmental skills on infrastructure and public safety work projects
- **Funding and Sources:**
 - County: \$763,540
 - External revenue: \$80,000
- **Program Operations:**
 - County staff
- **Issues:**
 - Proposed FY10 budget eliminates the Counselor position such that Individual Development Planning, Job Readiness, and Life Skills training would no longer be provided.

The Conservation Corps provides employment services for high risk/court-involved youth, ages 18-24, with multiple employment barriers.

Source: HHS



Agenda

- **Welcome and Introductions**
- **Current Montgomery County WFD Practices**
 - History of WFD in County
 - WFD Provision through DED
- **Montgomery County WFD Performance Monitoring**
 - WFD Outcome Measurement
- **Montgomery County WFD Opportunities and Challenges**
 - WFD Climate in Montgomery County
 - American Recovery and Reinvestment Act (ARRA) of 2009
 - Integrating non-DED WFD Activities
- **Wrap Up**



Measuring Our Success

- **Meeting Goal (repeated):**
 - To review current Montgomery County workforce development strategy
 - To examine the existing performance monitoring framework for workforce development within Montgomery County
 - To demonstrate the County's capacity to embrace workforce development opportunities and confront emerging challenges during difficult economic times
- **How we will measure success:**
 - The County fully utilizes the additional Training and Employment funds it receives under the American Recovery and Reinvestment Act, and reports results that meet or exceed established programmatic goals and fiscal requirements
 - DED will meet or exceed previous sub-measure performance standards established in the departmental performance plan



Wrap-Up

- **Confirmation of follow-up items**

